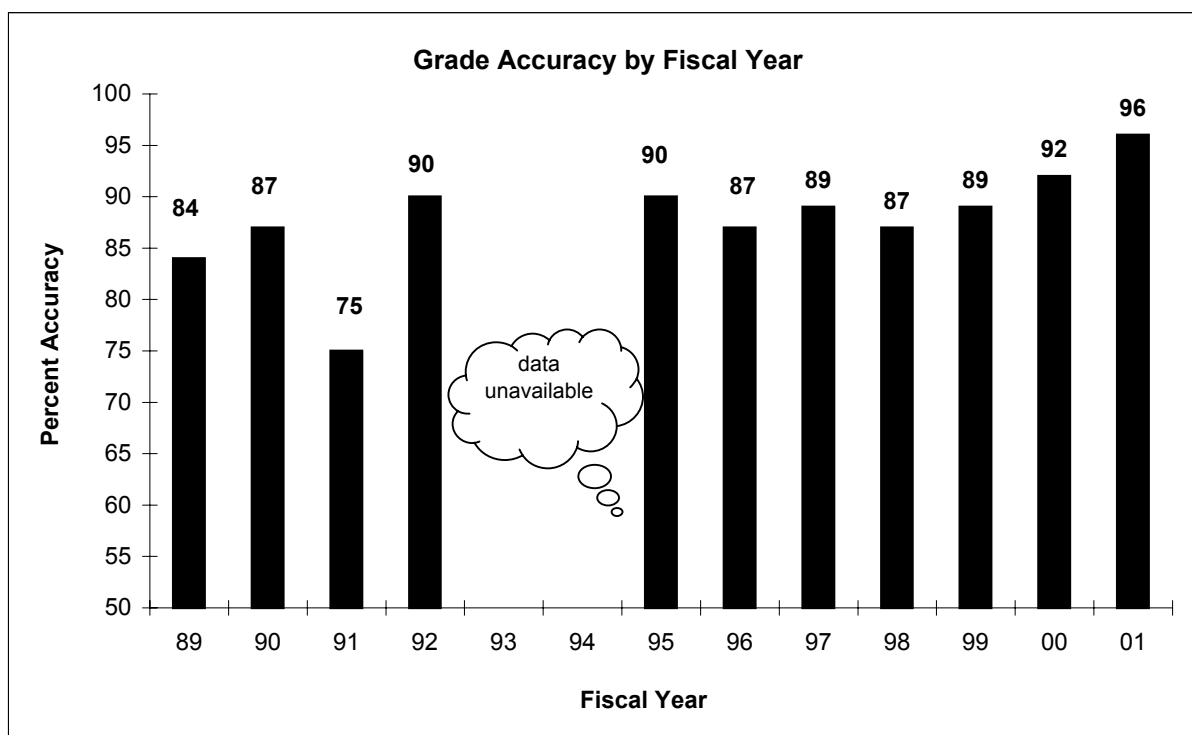


3-1. Grade Accuracy

Objective: Not Less than 90% Accuracy

Assessment: Met



Source: USACPEA survey reports

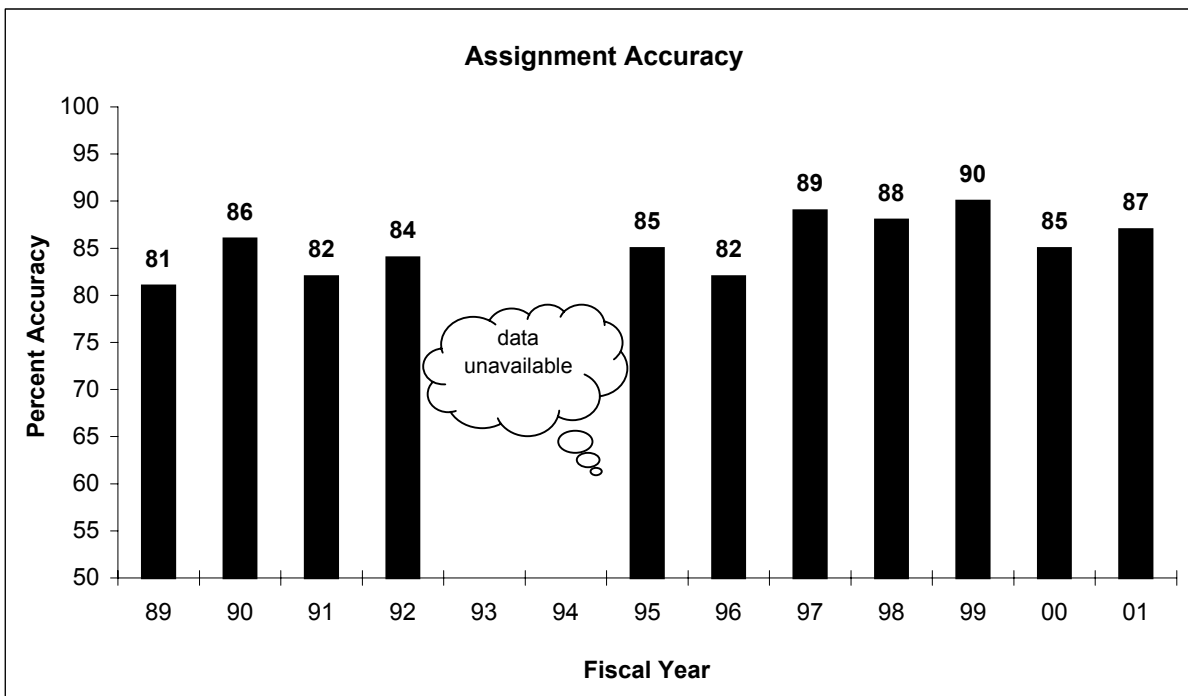
Analysis:

- Army met its objective of 90% accuracy. In FY01 all eleven sites surveyed met the objective.
- See pages ii and iii for a discussion of sampling and generalizability of USACPEA results. See Appendix, p. A16, for individual on-site review information.
- Grade accuracy is determined by the percentage of positions found to be correctly graded in accordance with OPM classification standards.

3-2. Assignment Accuracy

Objective: Not Less than 90% Accuracy

Assessment: Not Met



Source: USACPEA survey reports

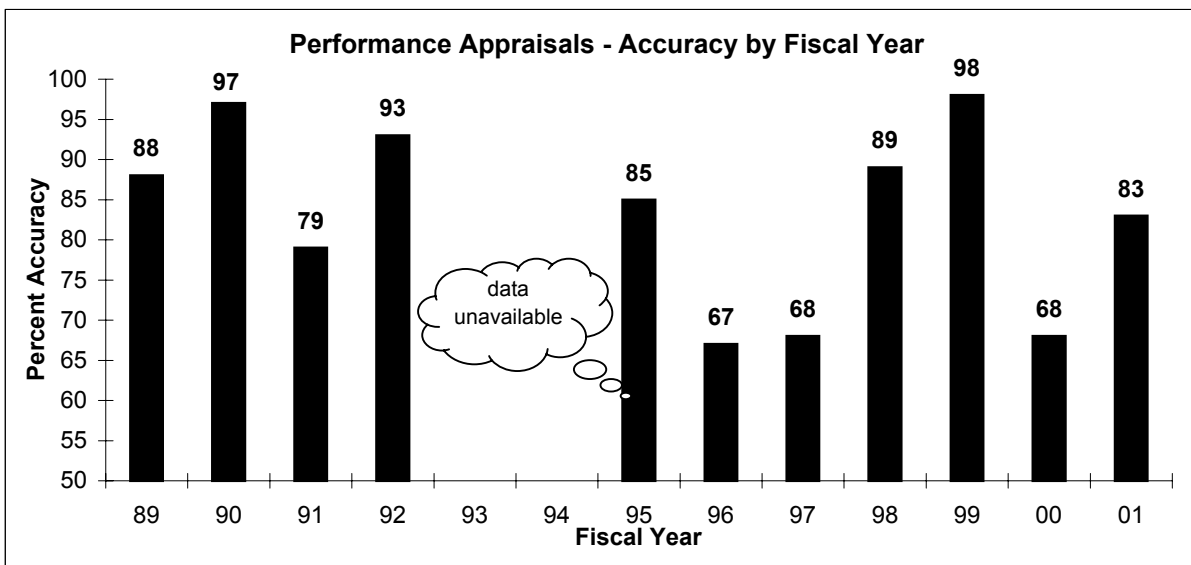
Analysis:

- Army did not meet its goal of 90% accuracy. Only five of the eleven individual sites surveyed met the objective.
- See pages ii and iii for a discussion of sampling and generalizability of USACPEA results. See Appendix, p. A17, for individual on-site review information.
- Assignment accuracy is determined by the percent of position descriptions that accurately report the major duties being performed by the incumbent. Inaccuracies could include major duties in the official job description that are not being performed, as well as major duties being performed that are not reflected in the official job description.

3-3. Performance Appraisals - Regulatory and Procedural Compliance

Objective: Not Less than 90% Accuracy

Assessment: Not Met



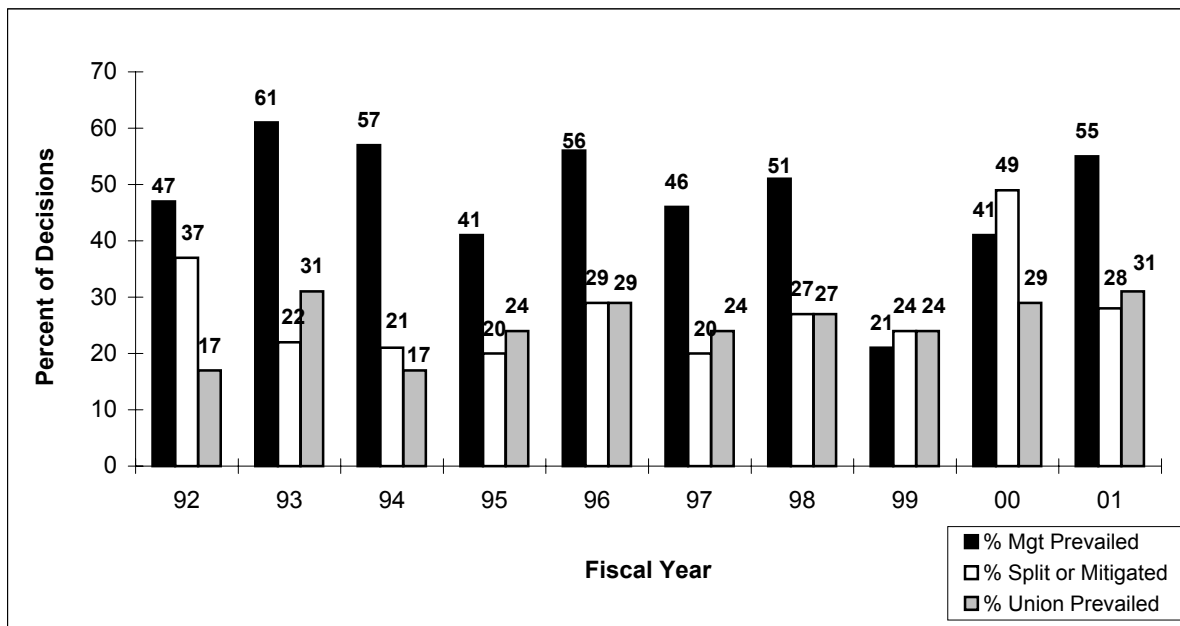
Source: USACPEA survey reports

Analysis:

- This chart shows compliance for two different performance appraisal systems - the Performance Management and Recognition System (PMRS; FY89-92 data) and the Total Army Performance Evaluation System (TAPES; FY95-01 data).
- Army did not meet its goal of 90% accuracy. Only five of eleven individual sites surveyed met the objective.
- The deficiencies included failure to keep employee rating files current, failure to rate individual objectives, and failure to authenticate performance plans. The decision to discontinue recognizing failures to document midterm counselings as regulatory violations very likely caused the increase in regulatory compliance. Is the improvement real?
- See pages ii and iii for a discussion of sampling and generalizability of USACPEA results. See Appendix, p. A18, for individual on-site review information.
- The FY98-01 performance appraisal compliance rate for TAPES is based on (1) appropriate completion of counseling checklist/support form, (2) rating of individual objectives, (3) rating period of at least 120 days, (4) signature(s) of rater/senior rater, (5) proper summary rating of record, and (6) inclusion of EEO/Affirmative Action and Supervision/Leadership objectives on supervisory rating forms.

3-4. Arbitration Decisions - Percent Won, Lost, Split

Objective: None Established



Source: Field data submitted for Annual Civilian Personnel Management Statistical Reporting Requirements

Number of Decisions

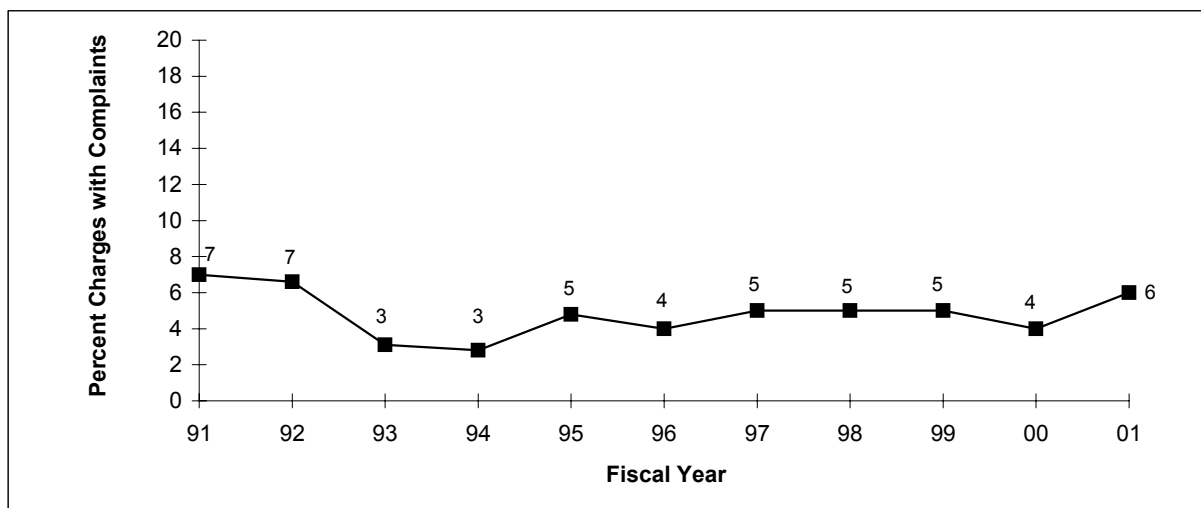
Fiscal Year	92	93	94	95	96	97	98	99	00	01
Management Prevailed	83	81	60	38	37	36	19	12	22	24
Split or Mitigated	38	28	21	27	13	21	9	27	15	8
Union Prevailed	55	23	25	27	16	21	9	16	17	12

Analysis:

- Between FY92-98 and for FY00-01, approximately half of the decisions favored management, one quarter favored the union and one quarter were split or mitigated. FY99 was an anomaly with half of the decisions split or mitigated, and approximately one quarter favoring management and one quarter favoring the union.
- See Appendix, p. A19, for FY01 MACOM data.

3-5. Unfair Labor Practice - Percent of ULP Charges for Which Complaints are Issued by General Counsel, Federal Labor Relations Authority

Objective: None Established



Source: Field data submitted for Annual Civilian Personnel Management Statistical Reporting Requirements

Fiscal Year	92	93	94	95	96	97	98	99	00	01
ULP Charges	1347	972	679	607	530	381	759	433	625	365
Complaints Issued	89	30	19	29	23	18	41	22	27	23

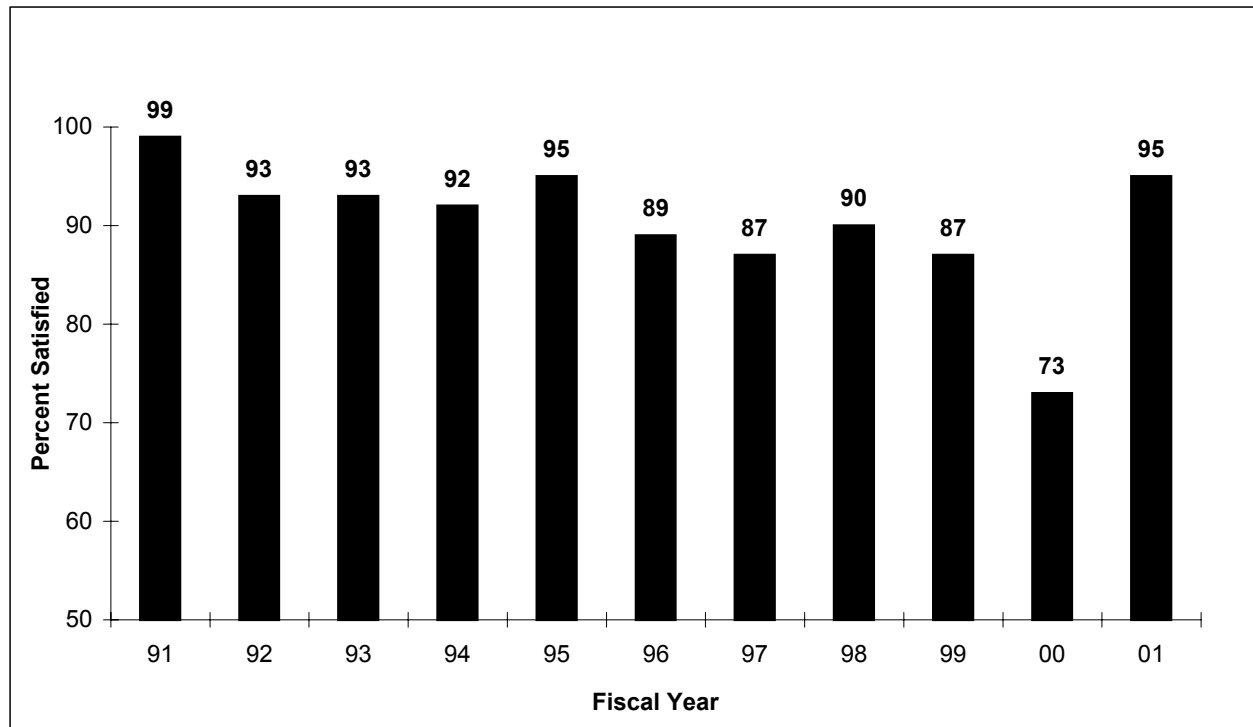
Analysis:

- For FY01, the percent of ULP charges filed by unions, for which complaints were issued by the FLRA, increased slightly over recent years. The reason for the rate increase is that the charges significantly decreased while the number of complaints decreased only slightly. The number of charges filed and complaints issued in FY01 are down, following an increase in FY00. Two MACOMs, U.S. Army Reserve Command and U.S. Army Corps of Engineers, accounted for approximately 45% of the ULP charges in Army.
- See Appendix, p. A20, for FY01 MACOM data.

3-6. Classification Appeals - Percent Army Sustained

Objective: Not less than 90% OSD and OPM Sustainment

Assessment: Met



Source: HQDA (SAMR-CPP)

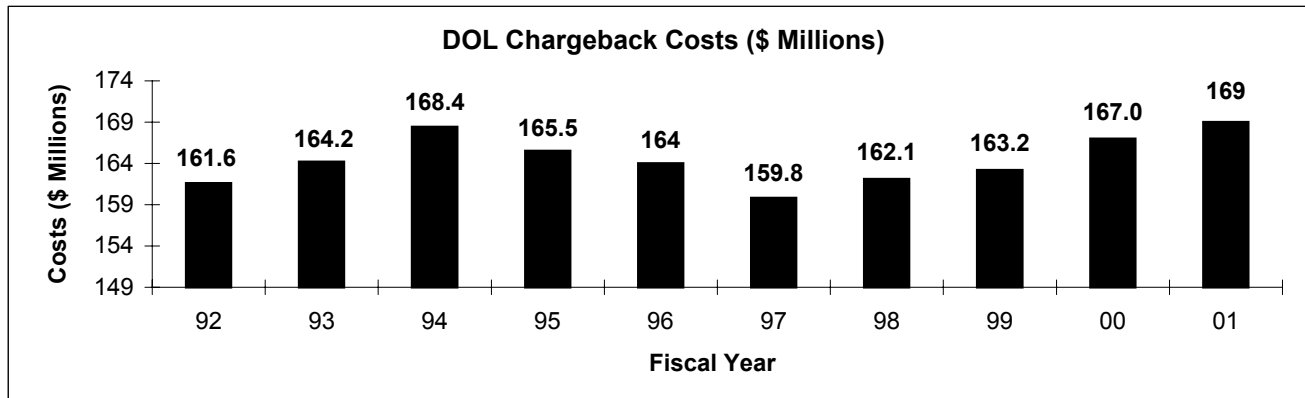
Fiscal Year	91	92	93	94	95	96	97	98	99	00	01
Total Appeals	135	134	140	144	129	91	68	110	39	26	20
Sustained	133	124	130	133	122	81	59	99	34	19	19

Analysis:

- Army met its objective of not less than 90% OSD and OPM sustainment.
- The number of appeals continues to decrease dramatically in FY01. The marked increase in percentage sustainments serves to validate the increase in grade accuracy.

3-7. Federal Employees Compensation Act (FECA) Benefits

Objective: None Established



Source: Dept. of Labor (DOL) annual Chargeback Bills.

Analysis:

- FY01 DOL chargeback costs (workers' compensation) increased by 2 million over FY00, and is .6 million over the FY94 peak. These figures have not been adjusted to account for inflation (i.e., medical inflation and periodic cost-of-living increases). In FY92 dollars, current costs would be much lower.
- Chargeback costs are total fatal, non-fatal, medical and rehabilitation costs.
- See Appendix, p. A21, for MACOM data.

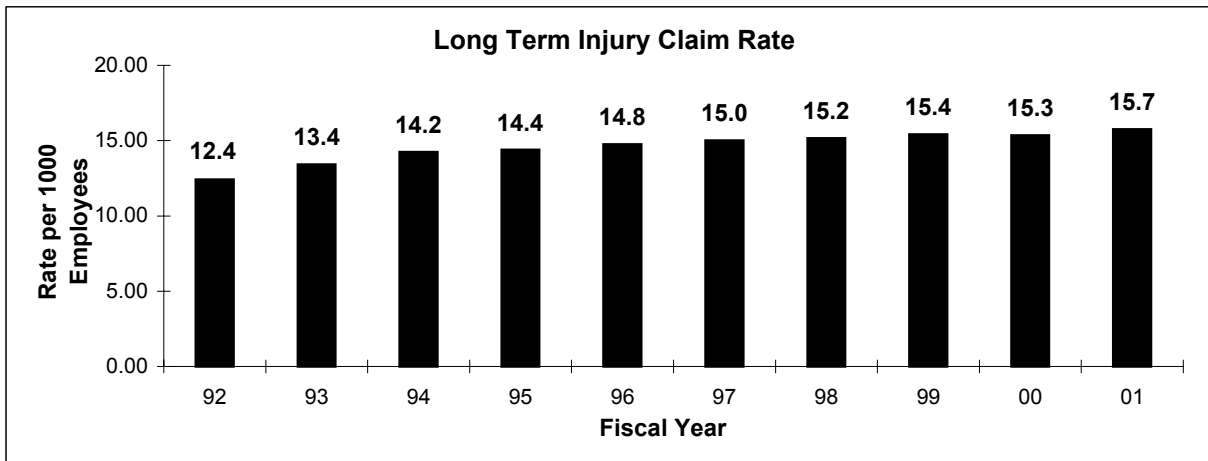
Lost-Time Injury Rate (per 1000 Employees)										
Command	Fiscal Year									
	92	93	94	95	96	97	98	99	00	01
AMC	24.3	24.5	26.8	23.8	21.3	19.2	20.8	17.5	16.8	16.2
FORSCOM	41.3	44.4	39.1	38.4	37.7	36.7	30.7	46.0	31.9	38.4
TRADOC	22.5	29.1	30.1	27.6	29.3	25.9	31.1	31.1	23.4	15.2
USACE	15.2	18.2	19.7	17.6	13.7	14.3	13.8	12.2	9.4	8.8
NGB	35.5	37.3	37.9	36.3	33.3	32.5	31.5	30.2	27.3	14.3
OTHER	NA	NA	NA	NA	18.5	21.5	21.2	9.6	16.2	8.2

U.S. Army Safety Center.

Analysis:

- Army-wide totals are not presented because data on "Other" Commands are not available for all years.
- The injury rate peaked during FY93-94 for most MACOMs. FY01 injury rates declined for all MACOMs. FY01 shows the lowest injury rate for each MACOM except for FORSCOM.
- Injury rate is the number of lost time injuries per 1000 Army civilians.

3-7. Federal Employees Compensation Act (FECA) Benefits (Cont.)



Civilian Resource Conservation Information System.

Analysis:

- Although the number of long term injury claims continues to decline (see Appendix, p. A21), the rate of claims has increased by 3% from FY00. This is because the size of the civilian workforce has declined at a faster rate than the number of long term injury claims. In absolute numbers, the decline in claims is attributed to quality safety programs and reductions in the civilian work force. Downsizing has also had an adverse impact on reemployment of long term cases because there are fewer jobs.
- Long-term injury claims exclude death and permanently disabled cases. Data prior to FY92 are not reported because they are not based on the same definition (i.e., death and permanent disability cases were included).

Note: Data on a fourth FECA indicator, Continuation of Pay (COP) Days, were not available from DFAS.

3-8. Accuracy of MACOM and Career Program Budget Estimates for ACTEDS Intern Funds

Objective: Execute at Least 98% of Obligation Plan

Assessment: Not Met by Most Organizations

FY01 Percent Executed - Dollars and Workyears

CMD CODE	MACOM	EXECUTION	
		Dollars	Workyears
AS	INSCOM	44%	33%
AT	ATEC	49%	45%
CB	CIDC	98%	96%
CE	USACE	89%	79%
E1	USAREUR	84%	60%
FC	FORSCOM	88%	88%
MA	MILITARY ACADEMY	59%	47%
MC	MEDCOM	59%	65%
MP	PERSCOM	94%	83%
MT	MTMC	64%	51%
MW	MDW	28%	22%
P1	USARPAC	38%	25%
P8	EUSA	66%	59%
RC	USAREC	67%	39%
SC	SMDC	31%	23%
SP	USASOC	92%	80%
TC	TRADOC	89%	87%
X1	AMC	85%	90%
SE	USAFMSA	185%	132%
SA	HQDA	123%	86%
CS	SAFETY CENTER	138%	123%
	ARPERSCOM	NA	NA
	FCR TRANSPORTATION	107%	98%
	FCR CIVILIAN PERSONNEL	86%	98%
	FCR LOGISTICS	80%	80%
ARMY WIDE		87%	83%

Source: ASA(M&RA), Central Programs Operations Division, ACTEDS Management Branch (SAMR-CP-CPO)

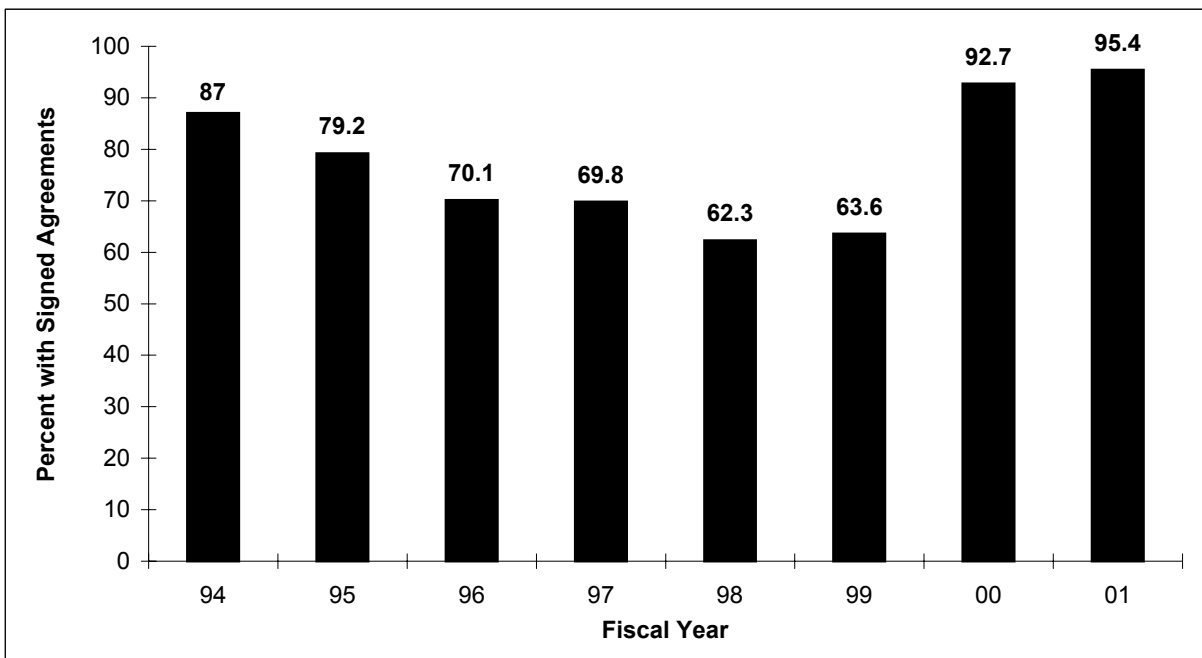
Analysis:

- Hiring freeze in first quarter resulted in under execution.
- Accuracy of command budget estimates was not good, with only 3 of the 24 recipients of FY01 funds meeting the objective for both dollars and workyears.
- In FY01 Army executed 97% of its allocated intern dollars and 79% of its distributed workyears. These percents are higher than those shown above because Army's allocation was below command obligation plan requirements.
- Bolded number indicates that the objective was met.
- See Appendix, pp. A22-23, for FY01 raw data and FY96-01 percentages.

3-9. Percent of Pre-Identified Emergency Essential Employees with Signed Agreements

Objective: 90% with Signed Agreements

Assessment: Met



Source: HQ ACPERS

Analysis:

- Army met its objective. USAREUR and MTMC fell below the objective by a few employees.
- The population for the above analysis included employees coded as emergency essential (EE) who were also coded as being in EE positions. This population, which required "hits" on both employee and position codes, was considered more "conservative" than one based solely on the employee code. With rare exceptions, all EE employees should be in EE positions. However, in FY01, 710 of 1237 EE employees (57%) were in positions not coded as being EE. Army has two errors to be concerned about - the improper coding of EE positions and the failure to have signed agreements for all EE employees.
- See Appendix, p. A24, for raw data, MACOM data, and the computer codes used.
- Data prior to FY94 are not presented because the EE position codes needed for this analysis did not appear in earlier years.